

VIII. PERSONNEL STANDARDS (34 CFR 303.361)

Appropriate professional requirements in the State means entry level requirements that:

1. are based on the highest requirements in the State applicable to the profession or discipline in which a person provides early intervention services, and
2. establishes suitable qualifications for personnel providing early intervention services to children and, their families who are served by State, local, and private agencies.

Highest requirements in the State applicable to a specific profession or discipline means the highest entry level academic degree needed for any State approved or recognized certification, licensing, registration or other comparable requirements that apply to that profession or discipline.

Profession or Discipline means a specific occupational category that:

1. provides early intervention services to eligible children/families;
2. has been established or designated by the State; and,
3. has a required scope of responsibility and degree of supervision.

State approved or recognized certification, licensing, registration, or other comparable requirements means the requirements that a State legislature either has enacted or has authorized a State agency to promulgate through rules to establish the entry-level standards for employment in a specific profession or discipline in that state.

The highest professional standard by discipline for the State of Missouri are as follows. In addition to these standards, contracted personnel must meet First Steps credentialing requirements. The requirements of all state statutes and rules of all state agencies applicable to serving children under this part were considered.

PERSONNEL STANDARDS

TITLE	Comments (see definitions beginning on pages 6-13 for service responsibilities)	EDUCATIONAL QUALIFICATIONS	CERTIFICATES OR LICENSE
ABA Implementor	Implements ABA instruction	High school graduate or GED.	Must have ongoing supervision and training by an ABA program consultant.
<u>ABA Program Consultants</u>	Provides assessments for ABA services, designs and facilitates ABA programming for child. May train ABA implementers in instructional techniques such as discrete trial training.	Bachelor's or Master's degree in human service field.	At least one of the following qualifications: National or State Certification in Applied Behavior Analysis; ; OR Documentation of specific training in ABA with application to young children; AND Documentation of experience in designing and implementing an ABA program with young children, with autism spectrum disorders
Audiologist		Master's Degree	License issued by the State Board of Registration for the Healing Arts
Counselor, Licensed Professional		Master's Degree	Licensed by the Committee for Professional Counseling

Dietitian		Bachelor's Degree and internship	Licensed by the State Committee of Dietitians, effective July 1, 2000
Intake or Service Coordinator		By 2003, Bachelor's Degree in early childhood special education, early childhood education, child/human development, social work, public health, nursing, or psychology.	
Intake or Service Coordinator Associate	Works under the supervision of a fully credentialed service coordinator	High school diploma or GED	
Interpreter of the Deaf	Facilitates communication between individuals with hearing impairments and hearing persons.	High school diploma or GED	Certified by the Commission for the Deaf and licensed by the Division of Professional Registration. After January 1, 2003, an intermediate certificate issued by the Commission for the Deaf and license issued by Professional Registration.
Nurse, LPN		Diploma from accredited LPN program	Licensed by the State Board of Nursing.
Nurse, RN		Associate's Degree	Licensed by the State Board of Nursing
Occupational Therapist		Bachelor's Degree	License issued by the Missouri Board of Occupational Therapy
Occupational Therapy, Certified Assistant (COTA)	Provides occupational therapy services under the direction of a licensed occupational therapist.	AA degree	License issued by the Missouri Board of Occupational Therapy
Optometrist		Graduate of Approved School of Optometry	Licensed by Missouri Board of Optometry
Orientation and Mobility Specialist		Bachelor's Degree	<ul style="list-style-type: none"> • Certified by the Association for Education and Rehabilitation (AER) OR • Demonstrated proficiency in O&M as required by a current contract with Rehabilitation Services for the Blind OR • Visually Impaired Certification by the State Board of Education
Other Early Intervention provider	Any trained professional not identified above, who is deemed the appropriate service provider for an IFSP service	Personnel must have academic preparation in the intervention area or job related experience in the intervention area.	<ul style="list-style-type: none"> • The provider must be identified by the IFSP team and approved by DESE
Paraprofessional in Early Intervention	Assists with the implementation of IFSPs under the direction of the special instructor, speech therapist, OT or PT.	High school diploma or GED	

Parent Advisor for children with sensory impairments	Provides parent education for parents of children who are blind, visually impaired, deaf or hearing impaired.	Bachelors Degree	Successful completion of parent education for parents of children with sensory impairments provided through the Missouri School for the Deaf and/or Missouri School for the Blind
Parent Mentor		High school diploma or GED and experience as a parent of a child with a disability	Successful completion of First Steps Parent Mentor Curriculum
Physical Therapist		Bachelor's Degree	License issued by the State Board of Registration for the Healing Arts
Physical Therapist Assistant	Provides Physical Therapy services under the direction of a physical therapist.	60 hours prescribed course of study, Associate's degree	License issued by State Board of Registration for the Healing Arts
Physician		Medical Degree	Physician licensed by the State Board of Registration for the Healing Arts
Psychologists		Master's Degree	Licensed by the State Committee of Psychologists
Social Worker, Licensed Clinical		Master's degree	License issued by Missouri State Committee for Social Workers
Speech/Language Pathologist		Master's Degree and Certificate of Clinical Competency	License issued by the State Board of Registration for the Healing Arts
Speech/Language Pathology Associate	Assists with the implementation of IFSPs under the direction of a licensed speech/language pathologist.	Masters Degree	Working towards Certificate of Clinical Competency for licensure by State Board of Registration for the Healing Arts
Special Instructor		Bachelor's Degree	Special Education certification by the State Board of Education in <ul style="list-style-type: none"> • Early Childhood • Hearing Impaired • Severe Developmental Disabilities • Visually Impaired • Mentally Handicapped OR Bachelors Degree in Child Development OR Early Childhood AND One year documented experience with infants and toddlers with disabilities

Steps to Bring Personnel into Compliance with Highest Standard

The following describes the steps Missouri is taking to bring personnel into compliance with the highest standards, the procedures for notifying public agencies and personnel of those steps, and timelines for requiring retraining or hiring of personnel that meet the State's requirements.

Until 2004, contracted providers as specified in the preceding chart will have two years to earn the Early Intervention credential. The timeline for completion begins with enrollment in the central finance office.

The State uses the following methods to notify the public about the steps it is taking to bring personnel into compliance with the highest standard:

1. public review of grant application;
2. regional provider forums;
3. SICC meetings and minutes;
4. newsletters and direct mailings; and,
5. presentations to professional organizations and faculties at universities and colleges.

Information concerning personnel standards for Missouri's early intervention system are maintained by the DESE, Division of Special Education. They are available for review by the public during regular office hours.

Policy to Address Shortage of Personnel

It is the policy of the State of Missouri to make ongoing good faith efforts to recruit and hire appropriately and adequately trained personnel to provide early intervention services to eligible children. In those instances when an appropriately and adequately trained individual cannot be employed, including a geographic area of the State where there is a shortage of personnel that meet the qualifications, the most qualified individuals available who are making satisfactory progress toward completing applicable course work necessary to meet the standards described in this section, within three years may be recruited and hired.